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ABSTRACT

In this follow-up study, which was designed to expand the knowledge of the causative factors in apprenticeship drop-out and test the validity of the findings of the previous study, a random sample of 20 cancelled apprentices who had dropped from the apprenticeship program since January 1966, was matched with 20 apprentices who had completed the apprenticeship program since January 1966. The apprentices were matched on the following criteria: (1) similarity of trade, (2) age at time of indentureship, (3) marital status at time of indentureship, and (4) educational level at time of indentureship. Conclusions drawn indicate: (1) Few apprentices fail their courses; the vast majority of those not completing their program simply drop out, (2) Dissatisfaction with the employer or lack of confindence in the value of certification caused drop-out, and (3) Lack of maturity, although not confirmed by this study, may be a causative drop-out factor. The previous study is available as ED 012 427 (RIE January 1968). (GR)

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A Second look

AT

The Drop-out Problem

In Apprenticeship Training

VT010917

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NEW BRUNSWICK DEPARTMENT OF LABOUR

March 1968

Fredericton, N.B.

FOREWORD

In March of 1967, the New Brunswick Department of Labour published the study "Some Dimensions of the Drop-Out Problem in Apprenticeship Training". This study was carried out by Mr. Ronald W. Johnson and identified some of the reasons for so many apprentices not completing their training. This was accomplished by analyzing the information concerning apprenticeship training which was gathered from the apprentice's employer and also from Department of Labour personnel who were in contact with these apprentices.

This present study was also designed by Mr. Johnson as a follow-up to his earlier research. In this work, the author further establishes the parameters of the "drop-out problem" by analyzing the data which was gathered from the apprentice himself.

The author, Mr. Ronald W. Johnson, is a graduate of Mount Allison University and the University of New Brunswick. At present, he is a member of the Psychology Department of St. Thomas University.

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While the apprenticeship program in New Brunswick is constantly being revised in terms of standards and course content, there are few objective criteria to assess either the value of these improvements or the worth of the program itself. One criterion, which is frequently used and may or may not be valid, is the rate of "drop-outs" from apprenticeship training.

Whether or not the apprenticeship drop-out rate may be justifiably used as an operational definition of the success of the apprenticeship program, it remains a problem in its own right. When an apprentice does not complete the program, it would appear that someone or something has failed (the employer, the department, the apprentice himself, etc.). The whole aim of apprenticeship training is to transform unskilled and semi-skilled persons into certified tradesmen. The question remains, then, as to the reasons for so many apprentices not completing their training.

There are three potential sources of information concerning those people indentured in apprenticeship training in the Province of New Brunswick. Firstly, there are the apprentices' employers; secondly, there are those people who come into contact with the apprentices at the Department of Labour; and finally, there are the apprentices themselves.

Data was gathered from the first two of these sources during May and June, 1966 in order to provide information concerning the "drop-out" problem in apprenticeship training (Johnson, 1967). This study was concerned with a variety of possible causative factors including educational level at the time of indentureship, intelligence of apprentice, relationship with co-workers, and other potential factors. The data of this study indicated that "a large number of apprentices are attracted to higher wages", (page 20) and that "something that might be labelled 'immaturity' plays a very large role in causing 'drop-outs'" (page 21).

The present study was designed to tap the third source of information; i. e., the apprentice himself, in order to: (a) further expand our knowledge of the causative factors in apprenticeship drop-out; and (b) to test the validity of the findings of the previous study. When a complete knowledge of the relevent variables has been gained, it will no doubt be much easier to make constructive changes which could prevent or reduce apprenticeship drop-out.

M - E - T - H - O - D

SAMPLES

A random sample of twenty cancelled apprentices was selected from those apprentices who had had their indentureship cancelled since January, 1966. Whenever an apprentice could not be reached because of an unknown address, his name was replaced in the original sample with one randomly chosen. Because of the brevity of the time allotted to this study, all subjects were selected from either the Fredericton or the Saint John areas. Fourteen of the twenty subjects were drawn within a thirty-mile radius of Fredericton.

Each apprentice was contacted by telephone by the writer and asked to participate in a research project which was being conducted in order to improve apprenticeship training. Each subject was made to feel that his opinions would be highly valued. Every subject contacted agreed to take part. An appointment suitable to the subject was arranged and the writer met with the subject usually at either the subject's home or his place of business within a few days of the initial contact. Numbers of cancelled apprentices from various trades who acted as subjects are shown in Table 1.

TABLE 1

NUMBER OF SUBJECTS IN "CANCELLED" GROUP FROM RESPECTIVE TRADES

Carpentry	6
Construction Lineman	1
Electrical Construction	1
Industrial Electrical	1
Motor Vehicle Repair (Mechanical)	4
Motor Vehicle Repair (Body)	2
Plumbing	1
Sheet Metal	2
Switchboard Operator	1
Welding	1
TOTAL	20

As a control group, a matched sample of apprentices who had completed the program since January, 1966 was selected. "Completed" apprentices in the second group were matched with "cancelled" apprentices in the first group on four criteria:

(1) Similarity of trade - A carpenter was always matched with a carpenter, for example.

(2) Age at time of indentureship - Since age was found to be a relevant dimension in apprenticeship drop-out (Johnson, 1967), subjects were matched on this basis.

(3) Marital status at time of indentureship - This was also found to be a relevant dimension (Johnson, 1967).

(4) Educational level at time of indentureship - While this dimension was not found to be relevant to the drop-out rate, there was a possibility of its being relevant to one of the dependent variables (the IPAT discussed in the following section) and subjects were therefore matched on this dimension as a precautionary measure.

Completed apprentices in the control group were contacted in the same manner as described above and as with the "cancelled" group no subject refused to participate.

While the excellent co-operation given by all former apprentices contacted adds to the legitimacy of the sampling technique and consequently, to the validity of the data collected, two problems exist with the sampling for this present study. Firstly, subjects were selected from two rather than the five areas of the province. Secondly, those apprentices selected, who were living out of the province or for whom there was no known address, were not

contacted. Each of these problems could not be corrected within the financial and temporal scope of the project. However, there is no evidence to suggest that the problems of apprentices differ significantly within the areas of the province. As for the drop-out rate, these two areas should be fairly representative as Saint John and Fredericton have the second highest and fourth highest percentages of drop-outs of the five areas of the province (Lee, 1967). With reference to the possibility of a difference existing between those former apprentices who have left New Brunswick and those who have remained, this could reduce the generality of the findings.

DEPENDENT VARIABLES

Each subject was interviewed by the writer with reference to his experiences as an apprentice, his complaints (if any) with the program, instruction, treatment by employer, etc. As much as possible, the interviews were "non-directive" with reinforcement being given mainly for "opening up" no matter in what direction. Direct questions were kept at a minimum and were used mainly in the initial stages of the interview in order to gain a work history. With the "cancelled group", direction was used if necessary in order to ascertain the subject's reasons for dropping the program. The writer, in an attempt to be as passive as possible, expressed few opinions and generally agreed with whatever opinions were expressed by the subjects.

At the completion of the interview, each subject was asked to further assist by completing the Sixteen Personality Factor questionnaire (Cattell, Saunders and Stice, 1957), which he was told was an interest and aptitude test. This test is a standard tool in personality research and describes the individual on sixteen primary traits. It has high reliability and validity and seemed a best choice as an instrument to assess the personality factors which were suggested as being relevant by data of the writer's earlier study.

The sixteen factors described in bipolar terms are:

Factor A - Cyclothymia vs Schizothymia

Factor B - General Intelligence (Bright) vs Mental Defect (Dull)

Factor C - Emotional Stability vs Dissatisfied Emotionality

Factor E - Dominance vs Submission

Factor F - Surgency vs Desurgency

Factor G - Superego Strength vs Lack of Rigid Internal Standards

Factor H - Parmia (thick-skinned) vs Threctia (shy)

Factor I - Premsia (sensitive effeminate) vs Harria (tough realistic)

Factor L - Protension vs Relaxed Security

Factor M - Autia vs Praxernia

Factor N - Shrewdness vs Naiveté

Factor O - Guilt Proneness vs Confident Adequacy

Factor Q_1 - Radicalism vs Conservatism of Temperament

Factor Q_2 - Self-Sufficiency vs Group Dependency

Factor Q_3 - Controlled (exacting willpower) vs Uncontrolled, Lax

Factor Q_4 - High Ergic Tension vs Low Ergic Tension

Of special interest to this study were Factors B, C, G, O, and Q_4. It had been indicated (Johnson, 1967) that intelligence was not a factor in causing drop-outs, and consequently, it was hypothesized that there would be no significant differences between the two groups on this factor. The other factors (C, G, O, and Q_3) were hypothesized to be relevant to the "immaturity" factor pointed to in the above study, and consequently it was hypothesized that the "cancelled" group would score significantly higher on factor O and Q_4 and significantly lower on factors C and G.

As the completion of this questionnaire requires up to one and one-half hours, in most cases the questionnaire was left with the subject to complete whenever he had sufficient time. The questionnaires were then mailed to the writer. Thirty-five of the forty questionnaires were thus completed and returned.

R - E - S - U - L - T - S

Summaries of the forty interviews are found in Appendix A.

The twenty "cancelled" apprentices gave a variety of reasons for discontinuing their trade training. In most instances, the subjects responded with one main reason for "dropping out". These reasons are summarized in Table 2.

TABLE 2

MAIN REASON FOR DISCONTINUING PROGRAM GIVEN BY CANCELLED APPRENTICES

REASON	NUMBER OF APPRENTICES
1. Felt that theory was too difficult	1
2. Not given opportunity to learn trade at place of employment coupled with poor working conditions which aggravated a physiological weakness	1
3. Work required apprentice to be away from home more than 50% of the work week	2
4. Class time interfered with the opportunity to work overtime and increase earnings	3
5. Unable to secure steady employment	5
6. Inability to earn a decent living	8
TOTAL	20

Of the three former apprentices given the fourth reason, two were self-employed carpenters, the first supporting a large family, the second a fifty per cent owner of a construction company which was expanding business and needed close supervision.

Of the five unable to secure steady employment, four were from the Saint John area, two sheet metal workers, a carpenter and a plumber. Only one was unable to secure steady employment following his cancellation.

Fifteen of the twenty subjects stated or implied that they had no regrets about having dropped out of the program.

Complaints about the program were offered by some of those interviewed. The numbers of these complaints, which concern four main possible sources of conflict, are given in Table 3.

TABLE 3

NUMBERS OF COMPLAINTS GIVEN BY "CANCELLED" APPRENTICES CONCERNING FOUR AREAS OF POSSIBLE CONFLICT

OBJECT OF COMPLAINT	NUMBER OF APPRENTICES COMPLAINING	NUMBER OF APPRENTICES NOT COMPLAINING	TOTAL
Supervisor of Apprentices	2	18	20
Instructors	4	16	20
Content of Courses	4	16	20
Employer	7	5	12

Of the complaints against Department of Labour Officials; one concerned lack of supervision, the other "his refusal to listen". The eighteen subjects with no complaints attest to the competence of these officials.

Of the complaints against instructors; one concerned the instructor's lack of formal education, three concerned the instructor's failing to stick to his subject matter. Again it would seem that little time should be spent enquiring into the competence of these people.

All four complaints about the course content centered around the beliefs that the courses were too elementary.

The total of the final row of numerals in Table 3 excludes the five apprentices unable to secure steady employment while indentured and the five who were self-employed. Of the 58% of the remainder who complained about the employers, all but one complained about unfair wage policy. Four subjects stated that the employer refused to grant the wages laid down in the apprenticeship contract. Three of these subjects had been indentured in the Motor Vehicle Repair Trade.

Surprisingly enough, eleven out of the twenty subjects in this group felt that there was little or no benefit to be gained by completing the program. For the most part, this belief centered around the idea that a certificate did not bring a better job at better wages.

During the interviews, if a subject did not volunteer an estimation of his wages, he was queried on this point. Information concerning the present occupational status of the twenty subjects of this group is summarized in Table 4.

If the data reported in Table 4 is representative of the population from which the sample of cancelled apprentices was drawn, it is difficult to argue that those apprentices "dropping out" of the program are significantly less well-off, at least in an occupational sense, than they would have been had they completed their training.

COMPLETED APPRENTICES

In many ways, the information gained in the interviews with the matched sample of twenty certified tradesmen collaborates that given by the "cancelled" group. Fifteen of this group are presently working at the trade for which they are trained. Fourteen out of the twenty feel that the training was beneficial. Ten tradesmen intend to stay at their trades for an indefinite period. One member of this group openly regrets having completed the program as he feels he wasted a number of years which could have been put to better use.

TABLE 4

PRESENT OCCUPATIONAL STATUS OF TWENTY CANCELLED APPRENTICES

TRADE WHILE INDENTURED	DIFFERENT WORK-HIGHER PAY	SAME JOB AS WHEN INDENTURED BUT EARNING PAY AS IF CERTIFIED	DIFFERENT WORK-LESS PAY - BETTER WORK CONDITIONS	DIFFERENT JOB WITH LESS PAY BUT SECURITY	UNEMPLOYED	TOTALS
Carpentry	1	5				6
Construction Lineman			1			1
Electrical Construction				1		1
Industrial Electrical	1					1
M.V.R. (M)	2	1		1		4
M.V.R. (B)	1	1				2
Plumbing					1	
Sheet Metal	2					2
Switchboard Operator	1					1
Welding		1				1
T O T A L S	8	8	1	2	1	20

Complaints about the various areas of the program were not quite as numerous as in the first group but were in the same direction. These complaints are summarized in Table 5.

TABLE 5

NUMBERS OF COMPLAINTS GIVEN BY "COMPLETED" APPRENTICES CONCERNING FOUR AREAS OF POSSIBLE CONFLICT

OBJECT OF COMPLAINT	NUMBER OF APPRENTICES WITH COMP.	NUMBER OF APPRENTICES WITH NO COMP.	TOTAL
Supervisors of Apprenticeship	0	20	20
Instructors	1	19	20
Course Content	2	18	20
Employer	5	13	18

The complaint about the instructor concerned his being too repetitious. The two complaints against the content of the courses concerned the length of time for the course being much more than needed. Four of the complaints against employers concerned unfair pay policy; the fifth lack of respect for apprenticeship training.

SEVEN OF THIS GROUP OF "COMPLETED" APPRENTICES NOTED THAT THE WAGES THEY EARNED WHILE APPRENTICES BORE NO RELATION TO THE WAGE SCALES LAID DOWN BY THE APPRENTICESHIP CONTRACT. These seven included FIVE mechanics, a carpenter, and a machinist.

TEST SCORES

The hypothesis that the "completed" apprentices are more mature than "cancelled" apprentices was not supported by the test scores of the IPAT's administered to both groups. The results of this testing program are summarized in Table 6. Raw data is found in Appendix B.

TABLE 6

MEAN SCORES OF THE "CANCELLED" AND "COMPLETED" GROUPS ON THE SIXTEEN FACTORS OF THE IPAT, EXPRESSED IN RAW SCORES AND ON THE 10-POINT SCALE USED FOR INTER-FACTOR COMPARISONS

*FACTOR	MEAN SCORES OF CANCELLED GROUP		MEAN SCORES OF COMPLETED GROUP	
	RAW	CONVERTED	RAW	CONVERTED
A	8.9	5	9.6	6
B	5.7	3	7.3	4
C	14.1	5	15.9	6
E	10.1	3	11.1	3
F	12.4	4	13.1	4
G	13.7	6	15.0	6
H	11.9	8	11.2	8
I	6.8	5	6.8	5
L	7.5	5	8.3	5
M	11.3	6	9.4	4
N	10.4	4	12.0	6
O	10.0	5	10.2	5
Q_1	9.9	6	10.3	6
Q_2	10.1	6	10.7	6
Q_3	12.4	7	11.9	7
Q_4	10.9	5	9.8	5

* All factors n.s. (A-test, Sandler, 1957) N=32

While the direction of differences between the two groups was in accordance with the hypotheses, none of these differences were statistically significant at the .05 probability level. The standard interpretation of this is that the differences obtained cannot be claimed to have been caused, beyond a reasonable doubt, by factors other than chance.

There seems to be four possible interpretations for the failure of the IPAT to discern statistically significant differences between the two groups.

(1) The IPAT is not a sensitive enough instrument.

(2) Those apprentices who are "immature" are the same individuals who leave the area following cancellation and consequently were not represented in the sample used in the present study.

(3) The "immature" "cancelled" apprentices matured through time and consequently were not discerned to be "less mature" than "completed" apprentices at the time of testing.

(4) There is no difference between the personality characteristics of those who complete training and those who do not, that the factors causing drop-outs are not related to the "maturity" of apprentices, at least in the sense that if some apprentices who "drop-out" are "immature" they are no more so than are those who complete their training.

None of these interpretations can be offered as the legitimate one without further research. There exists a discrepancy between the descriptions offered by employers and supervisors (Johnson, 1967) and the personality profiles. Which assessment is closer to reality, is a question which cannot be answered, with finality, at the present time.

CONCLUSIONS AND SUGGESTIONS FOR FURTHER RESEARCH

All evidence points to the fact that few apprentices fail their courses while the vast majority of those not completing their program simply "drop-out". While there are some complaints about the theoretical aspects of the courses, very few apprentices admit that this is a major factor in their decision to discontinue training.

There seems to be two semi-independent dimensions involved in these decisions. Either an apprentice is dissatisfied with his employer and wishes to change jobs, causing him to discontinue his training, or, he does not perceive the value of certification in the particular trade as being great enough to persevere through an extended training program. In some instances, both dimensions seem to be relevant.

In the former case, that is, dissatisfaction with the employer, the "beefs" offered by the "cancelled" apprentices seem in many cases to be

legitimate. This legitimacy is given support by the comments offered by certified men whom one cannot disregard as easily by inferring simply a "sour grapes" reaction. Much closer contact between the Department of Labour representatives and the work situation of the apprentices is strongly suggested. Closer scrutiny should be given to the relationship of wage rates of apprentices and the suggested rates of the apprenticeship contract. It would also seem to be of value to: (1) gather empirical data on the relationship of the "drop-out" rate to various employers throughout the Province; (2) to correlate rates of cancellation in various trades with pay rates (actual) in those trades.

Since so many apprentices in both groups place little value on a tradesmen's certification, it appears imperative to investigate the social and economical value of certification. If an apprentice gains nothing of perceived value in completing a program, there is certainly no good reason for him to do so. Two comparisons should be made. Firstly, with a matched sample of "cancellations" and "completions", mean incomes (as measured by income tax returns, for example,) could be compared. While observations concerning this relationship were of a casual nature, the writer was frequently surprised by the seeming affluence of many of the so-called "drop-outs". Secondly, comparisons of incomes before and after cancellation should be made with the same subjects acting as they own controls.

Since five out of the sample of twenty "cancellations" claimed to have been unable to secure steady employment in their trade, a comparison should be made between rate of "drop-out" in various trades and availability of work in these same trades with the geographical areas controlled for.

If in some cases the perceived value of "certification" is a causative factor in "drop-out" rate, it would appear that the value is certainly not raised by the apprentice being looked down upon by older non-certified workers.

If this perceived value of "certification" is relevant, as is suggested by the data of this study, no doubt a decrease in the "drop-out rate" will be observed as more trades require all tradesmen to be certified with the passage of time.

While the hypothesis of maturity as a relevant dimension was not confirmed by the present study, it is quite possible that it is relevant in a minority of cases. Employers listed this factor as being the basic one in 33% of the cases, supervisors in 23% of the cases (Johnson, 1967). Probably, the actual percentage is somewhat lower than these estimates as a certain bias could be expected especially with reference to the employers' estimates. At the present time, the actual relationship has not been adequately established and any sort of pre-screening of apprentices cannot be undertaken. However, it would seem erroneous to

not follow up this line of investigation. It is suggested that a long-range investigation be established rather than a post facto one as done in this present study. This could take the form of a testing program of apprentices at the time of indentureship with comparisons being made after a four or five year passage of time.

At the present study is best described as a pilot study due to the time and financial limitations, it is felt that the inadequacies of this small-scale investigation could best be corrected by: (1) gathering data on former apprentices in other areas of the province; and (2) attempting to gather information on those former apprentices who leave the province following cancellation. This task would be difficult but by no means impossible.

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A - P - P - E - N - D - I - C - E - S

APPENDIX A

Summaries of interviews of twenty "cancelled" and twenty "completed" apprentices. Subscripts 1 and 2 indicate "cancelled" or "completed" respectively. The three numerals or letters indicate age at indentureship, educational level at indentureship and number of dependents or marital status at indentureship.

A1 23-8-2

A1 was waiting with his wife for my arrival. He seemed pleased that I should be asking his opinions and was most co-operative throughout the interview.

He was indentured for approximately five years. He volunteered that the reason he had left was because of there being "no money" in apprenticeship. His wife, who remained with us throughout the interview, reiterated this complaint, and they both spent some time describing the rough economic conditions they underwent because of his working with a particular company until a certain job was finished and then being laid off.

He complained that many local employers were reluctant to grant standard raises when they came due but felt that employers outside the Fredericton area would "give a better shake".

A1 worked for six or seven firms during the five year period. Each job was terminated by his being laid off. There was one exception where he claims to have quit following a heated argument with a supervisor.

He is now working for an airline as a tractor driver, expresses a liking for his job and feels that this position couples good pay with job security, something he feels lacks in the Electrical Construction Trade. He feels no regrets about not having completed his training.

He found the classes difficult and his wife commented that he seemed to do better with his studies than she had expected him to. I was left with the impression that A1 was a bit on the dull side.

Along with the problem of not getting sufficient raises, he expressed one other complaint about the apprenticeship program. He felt that apprentices do not get close enough supervision and that the district supervisor is extremely "slack" in his job. He also felt that classes should be conducted during the day as "a man is too tired after working all day" to attend evening classes.

A1 gave the impression of being a sincere individual, possibly not very intelligent, perhaps a bit lazy and suppressing either considerable anxiety or hostility.

B1 23-10-S

B1 worked as a labourer on his brother-in-law's farm for approximately four years following termination of his academic education. At that time, he was offered a job with a car dealer doing mechanical work and a short time later he asked to be indentured. He was indentured for a year and one-half when he was asked to transfer to the stockroom. He consequently dropped his plans to become a certified mechanic.

He stated, however, that he is not happy with his present work (he later shifted to another garage, where was offered more money) as it did not fulfill his expectations.

Recently he has secured employment with a local plumber and intends to begin work in a couple of weeks. He will then seek indentureship in the Plumbing Trade. He appears to be quite keen concerning this new endeavour and feels that he may eventually be able to "get some place". His chief complaint with the M. V. R. Trade was the low rate of remuneration. He feels that the local garages will not grant raises which are due by contract and will even refuse to sign for an apprentice's certificate if it means a compulsory pay hike. He feels that in the Plumbing Trade, one can "get on his own quicker and easier".

With reference to the theory aspect of the trade training, he feels that the program "helped a lot". He found it easier once the

classes were switched from one to two evenings per week as a three-hour session was "a bit long". He does not anticipate any problems re theory with the Plumbing Trade. He could think of no way in which the program could be improved and stated quite emphatically that the only complaint he had with the M. V. R. Trade was the problem of earning a decent wage.

B1 gave the impression of being an honest, hard-working individual who could be at times impetuous.

C1 23-7-3

C1 seemed pleased to co-operate but felt that he did not have a great deal to offer by way of constructive criticism.

He began working for a construction company in 1958 or 1959 and became indentured shortly thereafter. He is still employed with this firm and is now a carpentry foreman. He feels that his employer has been good to him and he has no complaints whatsoever with his employer.

He stated that he dropped the theory aspect of his training after about five years as he had lost all interest in it. He was travelling twenty-five miles to work and did not feel like studying at the end of the work day. He blames his lack of formal education (grade 7) for his inability to learn from "books". He stated that he "had to learn by practical".

He has no regrets over his not having obtained his certificate. He has been a foreman for over three years and feels that completing his training would not bring him any higher wages. Should he leave the area, a certificate might be of some benefit, but he does not plan to leave his present situation. C1 owns an extremely nice home in one of the better areas of the city and gives all appearances of an upward mobility.

He had no real complaints with the apprenticeship program and could offer only one suggestion for its improvement; that being daytime classes.

Finally, he gave the impression of being a steady, mature individual, who seems quite capable of achieving whatever goals he might rationally set for himself.

D1 28-10-3

I met D1 at his place of business, a small prosperous looking motorcycle shop which he operates with the help of three part-time employees.

He told me that he had had only two more exams to write to complete his apprenticeship when he changed jobs in order to gain a pay raise. His new employer was not interested in apprenticeship which was part of the reason for his dropping his training. He stated that one of the problems with the apprenticeship program is that "you'll have to educate the foremen" as they "don't respect the Apprenticeship Branch".

His main beef with apprenticeship is the low wages given trainees. He claimed that it is also extremely difficult to get employers to grant raises when they are due. He feels that this is a phenomenon of the M. V. R. Trade and that this may be due in part to lack of unionization.

With respect to the theoretical aspects, he felt that the main problem is that the theory and the practical are not very closely correlated. He complained that if an apprentice works for a large garage, he will spend most of his time in a specialized job, working on automatic transmissions, on electrical, etc. When examinations come around, they

are on general knowledge and the apprentice is unable to do many sections because of lack of training. He feels that the answer is not in shifting from one particular job to many others, but in giving examinations in specialized areas.

He regrets not "having a certificate" as he feels he may be required to have a number of certified men in his shop sometime in the future. As well, he might possibly have to return to work next winter. He stated that business is good at present, but he is not certain whether or not he can make enough profit to carry him through the slack winter period.

D1 gave the impression of being a diligent worker, mature and should his small business not become successful, I expect he is quite capable of earning a decent living working for someone else.

E1 29-8-5

E1 began work with an automobile dealer approximately a year and one-half ago and became indentured as an apprentice mechanic. He left his past winter to accept a job as an oil tanker driver, an occupation he had pursued previous to his endeavour with the M. V. R. Trade.

He stated that his job at the garage "was all right; it's a job". He claimed that the main reason he left was because he was offered more money at the job he is now doing. During his one year stint, he had never received a pay increase. As well, he found the hours unsuitable.

He stated that he found the course a good one and he would like to finish writing the papers on his own. He has recently been offered a job at another garage but did not accept because it would mean a drop in pay. He found it a bit difficult to force himself to attend classes but would have persisted had he not changed jobs.

E1 is a pleasant individual, who appears to be a steady worker but who seems to lack the motivation for social ascendency. He probably could be successful in any type of work that did not place too many demands on him.

F1 33-8-3

F1 remained most co-operative throughout the two and one-half hour span I spent with him. He made every attempt to be helpful, answering all questions freely and openly.

Altogether, he worked for a utility company for ten years and claims to have completed all but two of the exams in the Construction Lineman Trade. Last August, he went to work for a garage while on holidays in order to "make a little extra" and failed to return to his former employer at the end of his holidays. He is still working for the garage repairing radiators.

He stated that he left his former employer because he was required to spend too many nights away from home, and he preferred to have more time to spend with his family. In order to achieve this goal, he was willing to take a pay cut from $2.19 to $1.70 an hour. He claims to have liked the work as a lineman and found his foreman an easy man to work for.

He is dissatisfied with his present job because of the low pay, and because of being constantly burned with acids, for which he has had to seek medical attention. He stated that he sometimes wished he were back with his former employer but refrains from asking for his old job back because of having to again be away from home.

As far as the actual theory of the apprenticeship course, he stated that he didn't really like it. He found it frustrating to do the arithmetic, especially fractions. However, both his wife and his foreman helped him and he did not find the exams too bad.

He claims to have had no "beefs" with the apprenticeship program, found his teachers and his supervisors helpful.

F1 left the impression of being a steady, easy-to-get-along-with individual who, while not being intellectually bright, is a good worker.

G1 18-3-5

G1 began work with a machine and iron works in 1959 and became indentured as a Welder a short time later. He originally had plans of becoming a draftsman, however, he was frustrated by the perpetual handwashing required. He subsequently decided to secure the dirtiest employment he could find. Unable "to hire on" as a plumber's helper, he did the "second best" thing and became a welder.

He claims to be satisfied with his job but dropped the theory aspect chiefly because it interfered with his working overtime. He also stated that when he returned home at the end of the day, "he just felt like resting".

He feels that a certificate would be of little value unless he moved to another area. He would like to be reindentured but feels that his supervisor was or is disinterested.

Although expressing no real interest in his trade, he feels that he is successful and can achieve his goals provided he "gives 'em a blast every now and agin".

With reference to the theory training, he feels that much of it is of little practical use in the shop.

In summary, he appeared to be an intelligent, pleasant person who might at times be a bit hasty in decision-making.

11 20-7-S

11 began working for a construction company approximately thirteen years ago and is still with them, having risen to a position whereby he has from forty to ninety men working under him at any specific time. He as well does their "hiring and firing".

He was indentured as a carpenter in 1958 and dropped his training program about four years ago. At that time he was experiencing a bit of feud with a "union man", who was also taking trade training. He was told that unless he joined the union, he was to be failed at exam time. He realizes now that this was a bluff, but, at the time he believed this individual was "good friends" with the teacher. In a fit of anger, he stopped writing the exams.

He would be no better off had he completed his certification but regrets at times his dropping the training because he feels not having a certificate is like being snubbed at a social club.

He had some specific complaints about the program, which included the use of American texts which described materials and/or specifications other than those used in Canada. As well, he feels much of the theory is unrelated to actual working needs. Also, the program is, at times, repetitious and "too simple". He feels an oral exam would be of value as the present type of written exam makes too much use of arithmetic.

11 lives in a much better-than-average home, which he built himself after working hours. He, as well, serves on a number of community projects and is busy almost at all times. A hard worker, he can no doubt be stubborn and inflexible once he has made his decisions.

J1 28-8-4

J1 worked for approximately one year for a bus line prior to his being indentured in the M. V. R. Trade. He was indentured for approximately four years when he left his job with this company.

He had many complaints concerning his job at the bus line, the most serious one being his doing no real mechanical work, spending most of his time changing oil and doing grease jobs. As well, he worked every evening and claimed to have a skin disease caused by the dampness in the garage. He admitted to having "a few squabbles" with his foreman, but claimed to have terminated his employment on his own. He feels he had to work too hard while there.

At present, he is working at "janitorial" work, but is not at all satisfied. He has no real complaints with his job but somehow left the impression that he felt it was beneath his dignity.

He talked of possibly attending trade school and being interested in becoming a certified mechanic. Yet when he left the bus company, he made no attempt to secure employment at any of the local garages. As well, he talked of learning the Oil Burner Trade.

He claims to have liked the theory aspect of the course, although he feels that he could have done better had he had someone to show him what to do.

Throughout the interview, J1 talked in a monotone voice and seemed to be just a little depressed. While he was pleasant towards me and most co-operative, he gave the impression of being a little resentful towards authority. I doubt that he is a keen worker and probably does as little as is acceptable. His home was in sorry need of repair, and the yard appeared to never have been cleaned. I doubt if he will ever become a certified tradesman or possess a really good job for that matter.

K1 30-12-M

K1 was indentured as a switchboard operator in March, 1965. He stayed with this trade for over a year. He stated that his problem was not with the apprenticeship program, but his employer. He was working shift work and travelling to Grand Lake from his home in Fredericton. Frequently, he would be working the 4 to 12 shift when at 11 o'clock or later, he would be told to report for work at 8 the next morning. When he began working, he was told he would be working for three weeks straight and then have two weeks off. This lasted for about six months and then his working periods became completely unpredictable. He stated that he would have moved to be closer to his work but his wife was working in Fredericton and as well, he would have no guarantee that he would not be transferred at any time. He was promised an end to shift work in three years, but has seen this type of promise broken. A further complaint was that the pay increments were based not on one's doing a good job, but on success in the theory training.

About a year ago, he was offered a job as Parts Manager of a local automobile dealership, where he is still employed. He was engaged in this line of work previous to his becoming indentured. This offer was for more money and he now has a staff of five under him. He is well satisfied with his present job, has no intention of leaving, nor does he feel any regrets over having dropped the apprenticeship program.

K1 appears to be an intelligent, mature individual.

L1 36-8-8

L1, a friendly individual, appeared to make every effort to be helpful and offer constructive criticism concerning the apprenticeship program. He has been doing carpentry work for a number of years previous to which he worked at bridge construction. He is self-employed and supports a family of ten. He was indentured three years ago and kept up the theory training for two years. He dropped the theory training because he felt he was not getting enough out of it to make it worthwhile as he had much evening work that he could be doing.

He was highly critical of the type of instruction received but not of the program itself. He described in great length the inadequate, antiquated texts which he felt were of little value. Secondly, he was critical of the instructors. He feels that they do not have sufficient education to enable them to verbalize the skills of the trade to their students. He feels that the most beneficial aspect of his training was the mathematics section taught by a regular high school teacher, who was able to "get it across". Finally, he feels that the type of assignments where the answers are merely copied from the texts is not particularly beneficial and extremely boring to the student.

L1 is a sincere, hard-working individual, who appeared to be rather inflexible and perhaps intolerant of that which he feels unworthy.

M1 22-12-2

An extremely pleasant and agreeable person, M1 warned at the outset of the interview that he would be of little assistance as he had been an indentured apprentice for such a brief period.

M1 began work with a utility company in May, 1966, and after continually asking for trade training, he was indentured in the Industrial Electrical Trade in November.

A short time later, he was offered a better job at better pay with a technical designing company. He stated that he is happy with his present work. The chief complaint with his present job was his having to travel constantly.

As far as the theory course was concerned, M1 felt it was far too elementary stating: "I just laughed when I first saw the texts". He wanted to start in the middle of the course but was not allowed to do this. In any event, he feels certain he would have completed the course had he not changed jobs.

M1 gives the impression of being a moderately-successful, self-secure, aggressive young man.

N1 38-8-6

N1 who is presently employed as a carpenter for a construction company has had a rather sporadic work record during the past ten or fifteen years. While most of his jobs have been related to the carpentry trade, he has shifted often although he claims to seldom having been unemployed.

He was indentured four or five years ago and attended classes for one winter stating that he stopped going because he "never could get anything out of a book".

The interview with N1 was directed by him for the most part and he kept up a steady stream of verbose nothingness from eighteen-inch trout he caught to teachers who "don't know much". He seems best described as slightly manic.

While he cannot be described as irresponsible, he certainly does not give one the impression of a steady "pillar of society". He has a disrespect for "those in higher places" and tends to blame his own inadequacies on others. However, he does seem content with his station in life although his elation may simply be part of a "phase".

O1 17-9-S

O1 spent one year at a local technical school studying the Sheet Metal Trade. However, he failed his year. At this time, he became indentured in the Sheet Metal Trade but was unable to secure steady employment and consequently did not attend any classes. He was, however, able to secure steady employment outside of the trade at wages higher than those of an apprentice sheet metal worker. After two years, he still holds the same position.

O1 attempted to be helpful during the interview but was extremely repetitious in what he had to say. As well, one could not help getting the impression that underneath his friendly surface lay a great deal of anxiety and a certain potential for depression. He stated at one point that he used to worry a lot but at present "has it beat". It seemed doubtful that he is as successful in suppressing his anxiety as he might wish.

O1 seemed to be a lonely person, who by his own admission has few friends. As well, he seemed to be of inferior intelligence but this might have been an unwarranted impression. He most certainly is not anti-social.

P1 18-9-S

Following a two-year course in the Sheet Metal Trade in a vocational high school (completed Grade 9), P1 began work for a ventilation company and became indentured in the Sheet Metal Trade. After six months on the job, he was laid off for lack of available work. He worked "off and on" when there was work for the next six months and made attempts to secure jobs with other companies who were hiring men in his trade. The attempts were unsuccessful, however, and he obtained a job in maintenance with a nearby brewery. He has been at the job for about six months and describes it as "not too bad". He works the evening shift. He would like to return to the Sheet Metal Trade but is pessimistic about his chances of finding employment.

While attending theory classes, he enjoyed work but was dissatisfied with the distance he had to travel to school. He had no car and there was no bus service. He requested a transfer to a closer class but this request was not acted upon. He "would have stuck out" the classes, however, had he been able to secure work. Another complaint was that he had been told in school that he would receive six months' credit for the two year course. This he did not receive.

P1 appeared to be an honest, sincere individual, who has the desire to elevate himself socially but who is unable or incapable of achieving these goals. He seemed to possess certain dependency needs, and as well, he appeared to be slightly naive concerning the practical world.

Q1 27-12-M

Q1 began work with a plumbing company five years ago. Previous to this, he had worked three summers with the same company. It was suggested to him that he take out apprenticeship papers and two and one-half years after he began employment, he became indentured in the Plumbing Trade. He requested credits for his experience at the trade but he was not granted them.

This past winter he was finally laid off by his employer after Q1's being dissatisfied for some time. He claimed that during the winter months he was not given full employment and frequently would get only a few hours work each week. As well, he was dissatisfied with the theory course as he had taken a correspondence course and felt that his work in the classroom was a waste of time. He described the classes as "a big bore". He also complained of low wages.

Since then he has not secured employment and seems to be making little effort to do so. He has written Civil Service Examinations and is waiting for results before making any real effort to secure work.

He claims to have liked the trade itself and has planned to go into business for himself. He boasted of being a non-drinker and of his intelligence. He talked endlessly of wanting two weeks holidays

to take his wife on a trip but failed to question the fact that to earn paid holidays one needs to hold a steady job.

Q1 is an egotistical person, lacking in the motivation to secure employment although he verbalizes a desire for social ascension. It seems extremely doubtful that he would ever become a good tradesman.

R1 19-8-S

R1 attended classes for one and one-half years while working at a large body shop. Previous to this, he had worked for about a year at another body shop but had not been indentured. At the time of his second job transfer, he dropped the theory classes. He is still working at the body trade and claims to be getting "body man's wages". He stated that he has no regrets about his not completing his apprenticeship training. When questioned as to whether he expected to remain in the trade, he replied: "Oh yeah, but I'll have a hard time getting a certificate". He realizes in time one will need it, yet, he is not motivated to ask for re-indentureship.

R1 feels that the theory course is "useless" as what is taught in the classroom is not used in the body shop. He stated that "its all right for someone starting out but when you've had six years' experience.... " It is difficult to ascertain just how he can claim six years in the trade as his work history seems quite inconsistent.

R1 gives the impression of being an intelligent person, who may have a certain hostility towards authority and who may not be quite the "man of the world" he envisions himself as being.

S1 19-12-5

Following graduation from high school, S1 began work with a window construction company and became indentured as a carpenter. In November he was laid off and spent the next week attempting to secure employment with a company with which he could have maintained his apprenticeship status. However, he was unsuccessful and found work in an office as an order clerk where he is still employed.

S1 has no regrets about having left the trade and in fact stated that he was not that interested in the trade in the first place. He likes his present work and feels that there is a good chance of his being promoted.

He stated that he did not feel that the theory course was a particularly good one. On many occasions "the teacher and his friends just sat around and shot the bull", according to S1, and he felt it usually was a waste of time. He claims that he would have stuck out the course, however, had he succeeded in maintaining steady employment. He claims to have been doing well in the course and making good marks.

S1 is a very "sharp" person but seems to be quite impressed with his own importance. Due to his lack of interest, it is doubtful that he would have been a successful tradesman even had he maintained steady employment.

T1 22-8-S

T1 became indentured in the M. V. R. Trade five years ago after four years' experience in the trade. He attended classes for four years. Last July, T1 began his own business which was successful to the point where he felt he could not afford the time to attend classes. He stated that he is making much more money than he could have made working at a garage and completing the program. He recently has made application to write the Interprovincial examination in his trade.

He feels that the apprenticeship program is a good one, that it is necessary to attend classes to learn the theory aspect of the trade. He can see no ways to improve the program.

Although not having completed the apprenticeship program, T1 appears to be a mature and successful tradesman.

U1 31-11-4

U1 has been in the business of building houses for the past ten years. About a year ago he left the construction company for which he was working and began building houses on his own. He has formed a small construction company of which he owns fifty per cent of the stock. Since going on his own, he has dropped the apprenticeship program. As far as what he is now doing, a completed course would be of little value. He would have stuck out the course simply to obtain his certificate (which might be of value should he ever seek work as an "inspector"), had not the class time interfered with his contracts. His business is successful and he is earning far more than he could as a certified carpenter working for someone else.

His major complaint with the instruction was that there should have been "a little less talking, should have gotten more down to business". The instructor, he felt, kept repeating himself. He feels the course is a good one for a "young man starting out" but unsuitable for a more experienced tradesman.

U1's capacity for becoming a certified tradesman, divorced from motivation to earn better wages, seems not to be in doubt.

A2 22-8-S

While A2 appeared sincerely interested in providing whatever information was requested, he felt that he would be of little value as he had no complaints about the course. Nor could he see how it could be improved.

Six years ago, he began working as a civilian at a military base as a labourer and shortly after became indentured as an apprentice in the Electrical Construction Trade. He attended classes one or two nights per week for five years and completed the course. He wrote the Interprovincial examination which he failed.

At times, he found the course "a little tough" and felt that this was due to his lack of education. He took a math course which he feels was of great help. He stated that the "instructors were good".

When questioned as to how he liked his work, he commented: "Oh well, all right", adding that the "pay was about the same as outside".

A2 is a sincere mature individual who left the impression of not being overly intelligent. While probably being an adequate tradesman, he seems to have reached his maximum and it is doubtful that he is capable of moving up to an administrative position. He plans to stay with his present vocation on an indefinite basis.

B2 35-8-M

B2 began work for a local garage in 1954 and became indentured as an apprentice in the M. V. R. Trade. He eventually rose to the position of Service Manager and was subsequently offered a position as Service Representative with a national automobile company, a position he still holds. Since accepting this position, he has completed the course and obtained his certificate.

He feels that the only improvement that could be made in the apprenticeship program is to issue certificates to older mechanics. He feels that older uncertified mechanics perceive new apprentices as a threat to their security, and "will ruin them in six weeks".

B2 is an intelligent, mature person who has not let a lack of education hamper him in carving out an enviable career in the automobile business.

C2 25-12-M

C2, who works for a large construction company, is presently supervisor of the construction of a large building on a university campus. He has been with this company since 1959. He was indentured as an apprentice carpenter only a short time before becoming certified as he received three years in pre-apprenticeship credits.

C2 was extremely guarded in his comments on apprenticeship and consequently was of little help. He felt he had nothing to offer. He was, however, most co-operative about doing the IPAT questionnaire.

D2 28-11-4

D2 was indentured in the M. V. R. Trade six years ago while working for a marine company. Soon after, he began working for an automobile dealer where he is still located. He considers it to be the "best place in town" as far as working conditions go and it also pays the highest wages.

He stated, however, that they were unconcerned as to whether or not their mechanics are certified. He stated that had he not completed his apprenticeship he would still be doing the same job at the same pay. He mentioned as well that the wages have no relationship to those outlined in the apprenticeship contract.

When asked why he stuck out the program when there was to be no immediate advantage, he appeared to be puzzled by the question and stated that soon everyone would need a certificate. He did not find evening classes a hardship although he does live fifteen miles from the city.

His only complaint with the apprenticeship program was that many of the textbooks are out-of-date.

He expressed a great deal of interest in what I was doing and in the future of the apprenticeship program. He gave the impression of being a mature, settled individual, who would tend to persevere in whatever he was doing.

E2 30-8-4

E2 began work for a construction company as a labourer nineteen years ago. After thirteen years of employment, he was laid off but was offered a job with an automobile dealer and subsequently became indentured as a mechanic. He obtained his certificate a year ago and likes his present employment.

He claims to have enjoyed the theory courses and felt his only complaint with the apprenticeship program was the low wages. Pay rates were in no way determined by the apprenticeship contract. He did add that the texts were based too narrowly on one type of automobile.

E2 is a likeable individual who appears to be a steady and hard worker. While giving the impression of being rather naive and not overly intelligent, he no doubt overcomes whatever inadequacies he may have by his persistency. In all probability, he would be able to hold any employment secured, provided it was not beyond his capacity.

F2 25-10-3

F2 has been with a power supply company since 1948. He first started the apprenticeship program in the Construction Lineman Trade two years later. However, he did not finish the course at this time as there was some confusion as to setting up the courses and one group that he joined was "deep in theory". A year ago, he again began attending classes and completed the course in three months. He is now a foreman.

He is well satisfied with his employer after twenty years steady employment.

He feels that new men starting out today receive better instruction as the courses are now well established. Apprentices now receive more complete instruction in the many phases of the trade. He noted that some apprentices are not satisfied and drop out but he feels that this is due to their own inadequacies and not due to the training itself.

He noted that pay rates in this trade are "pretty competitive and he has no intention of changing employment".

F2 owns his own home, is well established in the community in which he lives, is satisfied with his vocation and is no doubt a mature tradesman.

G2 20-11-S

G2 attended a technical school for one year following his leaving high school. He then began working for a machine works company and a few months later became indentured in the Machinist Trade. He was granted a one year credit and completed his trade training by means of correspondence courses. He is now a certified tradesman.

He has since changed jobs in order to gain a forty-hour work week.

G2 regrets having completed his training as he feels men in his trade are underpaid and his employer has difficulty keeping men. He feels that in other trades there is more opportunity. He stated that his boss is an uncertified tradesman and "scoffs" at his papers. He feels that the only remedy is for all men to be required to be certified. He noted that while he was an apprentice, the pay scales of his contract were not adhered to.

G2 is generally dissatisfied with his trade.

12 29-8-M

12 emigrated from eastern Europe and has been in Fredericton since 1954. He has been working at the Carpentry Trade since 1955. In 1961, he became indentured in the apprenticeship program on the advice of his employer. He was granted three years credit and attended evening classes for two years. He is now foreman with the same small construction company for which he worked at the time of indentureship.

He feels the course was of some value but was deficient with reference to the textbooks. This has now been changed, however. He wrote the Interprovincial once and failed.

He feels that the main problem in the area is the lack of a strong union. He asserts that wages are low because of the fact that non-certified men will undercut certified tradesmen. He does not blame the employer for this as he must remain competitive. He stated that he "has roots in this area" and will stay even though he could obtain higher wages by leaving the province.

He believes that the main reason for apprentices not completing their training is the fact that they are either "lazy or just not interested".

J2 29-11-5

J2 has been doing body work for about twelve years. Four years ago, he became an indentured apprentice and obtained his license a year ago. He stated that he had no trouble with the course as he had had much related experience and the assignments which he completed at home were really nothing but wasted time. He could offer no real criticism of the apprenticeship program.

J2 presently operates his own body shop and appears to be moderately successful. His greatest problem is a shortage of competent help. He describes most of his employees as the "here today, gone tomorrow" type.

J2 appears to be a steady, adequate individual, who no doubt is successful in his chosen trade.

K2 23-12-2

Following completion of high school, K2 spent one year at technical school studying electronics. For the next four years, he worked in a repair shop servicing radios and televisions.

In 1963, he began working for a power commission and became indentured in the Switchboard Operator Trade. Part of the motivation to change trades was to gain better working conditions.

Before completing the training as a switchboard operator, K2 was offered a position as Assistant Systems Operator which he accepted. He subsequently completed his training and became a certified switchboard operator.

He is and has been well satisfied with the pay rates and other working conditions offered by his employer.

While indentured K2 found that there were no formal classes to attend (this has now been changed) and he took correspondence courses. He feels that he survived the lack of an orientation program because of his prior knowledge of electronics. However, he noted that the trade was extremely difficult for someone "fresh out of high school". The books "took a lot for granted". He feels that all apprentices should be given a six-month course prior to attempting the work situation itself.

K2 owns his own home and appears to be a successful tradesman. However, he gives the impression of being a bit bored with his work, perhaps finding it offers little in the way of challenge. He talks of returning to university and is deterred because of the sacrifices his family would have to endure. He appears to be of superior intelligence and to be one who makes decisions in a rational manner.

L2 45-10-3

L2 has been working at the Carpentry Trade with various employers for the past fifteen years. Three years ago, he became indentured as an apprentice and was given credit for his experience in the trade. He stated that he does not feel his certificate to be of any great value nor did he feel differently when he began training. However, he felt that he might pick up certain aspects of the trade "such as setting rafters" which he could not learn "on the job". He was not disappointed with the classroom instruction in this respect. His only complaint was with antiquated texts but he feels this problem has now been corrected. He enjoyed the course, enjoys his work and is satisfied with his earnings. He volunteered that he failed the Interprovincial examination upon completion of his apprenticeship and he did not attempt the examination a second time.

L2 has built himself a better than average home and appears to be a mature individual who values his home life, his community standing and who is quite complacent about his station in life.

M2 20-12-S

M2 began work with a pulp mill six years ago and became indentured in the Plant Maintenance Trade. He successfully completed the apprenticeship program in the normal five year period and is still employed with the same company. He enjoys his work and has no plans for change of either vocation or location.

He feels that for the most part, the training program is a good one but he would like to see some changes. He stated that the practical aspect of the trade requires the full time but that the theory is too drawn out and could actually be completed in a few months. As well, he would like to see some courses given beyond the basics. Last winter, he and some other tradesmen began a supplementary course on their own but it was soon dropped because of a lack of interest. He stated that in some ways the course itself is too easy.

He feels that both his employer and the Department of Labour are interested in the apprentice and he has no complaints with either.

M2 is a mature, friendly person, one who is genuinely interested in his trade and who wants to do and no doubt does a good job.

N2 39-7-4

N2 has been working as a carpenter since he was in his teens with occasional jobs as a painter.

He became indentured under the apprenticeship program when it first started for carpenters and completed the course in 1964. He feels that the instruction itself was good but wishes that there were further courses available. He commented in length on the lack of adult education in the area other than university courses for which he is not eligible.

N2 is satisfied with the pay rates presently being offered by local employers but noted that wages are kept down to a certain extent by the availability of cheap, unskilled labour many of whom pose as carpenters. He works during the evenings to supplement his income and as well owns some income property.

N2 has changed jobs frequently during the past ten or fifteen years. Although he has never been without work for any length of time, he has never succeeded in obtaining a job secure enough to weather the normal labour fluctuations of the construction trade.

N2 is divorced and appears to be a rather lonely individual. As well, he is a likeable person who seems to be reasonably intelligent.

O2 29-10-3

O2 has been working at the Sheet Metal Trade for seventeen years. Three years ago, he became indentured as an apprentice when a course was offered for the first time in his area. He was granted two years' credit and was successful enough to be rushed through his course in order for him to be available to teach his trade. He taught two nights a week last year and will be again teaching sheet metal work this fall.

He feels that the course he himself took was not a waste of time and that an apprentice needs both the theoretical and the practical training.

He is a superintendent of the company where he has been employed for the past seventeen years and felt at the time of his indentureship that he should obtain a certificate. However, this certificate was of no value insofar as his own job was concerned with reference either to position or salary.

O2 is an extremely capable tradesman.

P2 25-12-4

P2 began working at the Body Trade at the age of fifteen. He began working for a large body shop three years ago and became indentured in the M. V. R. (B) Trade, although he was started at journeyman's wages. Following completion of the apprenticeship program, he changed jobs accepting higher wages. At present, the mechanics at his garage, as well as other garages, are on strike for union recognition. Other than the regular complaints shared with his co-workers, P2 is happy with his present job.

During this past winter, he began a course in welding but the course was dropped after twelve weeks much to P2's disappointment. He would like to see more opportunities for tradesman to receive training beyond those given during apprenticeship.

P2 was an extremely co-operative person, who seemed sincerely interested in anything that might help the training of the men of his trade. He no doubt is a competent tradesman.

Q2 58-11-1

Q2 has had twenty-five years' experience in the Machinist Trade although he obtained his certificate only this past winter. For the past four years, he has taught his trade at a technical school. Previous to this, he worked in a marine shop, was a job supervisor and taught in a vocational school.

Although Q2 was co-operative and made every effort to be of help during the interview, he could offer no real constructive criticism of the apprenticeship program.

Q2 appears to be a sincere, mature person.

R2 19-12-5

R2 began work with his present employer in 1962 and became indentured as an apprentice in the M. V. R. Trade at that time. Previous to that, he had graduated from technical school where he had studied the same trade.

Throughout his indentureship R2 attended classes two nights a week. He feels that they were of little help as they simply covered the same old material.

As all mechanics do, R2 complained about the low wage rates throughout the trade. In addition, he feels that the shop should be supplying more of the tools. With the exception of these two complaints, he is satisfied with his employer and enjoys his work.

R2 is a pleasant, agreeable person, who seems to be persistent in his work and who is in all probability a competent tradesman.

S2 26-12-2

S2 has been working at the Carpentry Trade for a number of years, beginning at the completion of high school. In 1961, he began work with a large construction company and fellow employees told him that he "needed papers". At that time, he had some aspirations of teaching carpentry and of course his certificate would be a prerequisite.

He attended classes for two years and found them "very good". He stated that he "let the tests go by" until he realized that he had less than two months to go. At this point he began studying evenings and passed his Interprovincial examination.

He has since formed his own construction company and appears to be relatively successful. He has eight employees. He continually referred to his high school completion, something one gets the impression he uses for "snob value". He feels that most apprentices should complete high school before attempting any form of trade training. He also feels that "closer tabs" should be kept on apprentices and cited an example of an apprentice showing him how he had filled in his own progress record book. S2 also feels that there should be a closer relationship between wages and experience but is aware of the employer's desire to hire as cheap a labour as possible.

S2 is an intelligent, relatively successful person, who is no doubt capable of being a businessman, as well as a carpenter.

T2 21-10-S

T2 began work with a battery and electric company five years ago, following termination of his academic education. Three months ago, following completion of his apprenticeship training, he secured employment with a large construction firm. He was contented with his original job but switched to accept higher wages. He is very pleased at the new location.

T2 felt the apprenticeship program on the whole was a good one but did state that at times "it was hard to get in and make good marks". He stated the one possible solution is to increase the length of apprenticeship, especially the theory aspect. A further problem with apprenticeship according to T2 is the low wage rate.

T2 appeared to be mature person, a good worker but one not endowed with exceptional intellectual assets.

U2 29-8-4

U2 started doing work in the Carpentry Trade approximately twelve years ago. There were few carpenters attending the classes he had enrolled in and he "dropped out". He re-indentured in 1964 and was allowed three years' credit. He completed his training two years later.

He feels that the classes were beneficial and stated "I got a lot out of it - especially blueprint reading". He further added, "Pretty good instructors. No complaints. No troubles".

He has shifted jobs fairly frequently and is presently working for a plumbing and heating company. He is well satisfied with his present job as he is getting plumber's wages which are higher than are carpenter's wages. He noted that all plumbers have to be certified and feels that this is a good thing. "It protects the people, protects workmen".

However, while U2 is satisfied with his present employer, he is interested in obtaining a position in maintenance but so far has been unsuccessful.

U2 appears to be an intelligent, mature person.

APPENDIX B

Raw scores obtained by IPAT questionnaires

completed by thirty-five subjects.

FACTOR

SUBJECTS	A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4
A1	11	6	11	11	11	8	10	10	6	6	7	13	7	9	9	13
B1	13	10	17	8	12	18	13	8	5	13	9	11	7	8	16	9
C1	8	0	14	7	11	12	12	5	9	12	14	13	9	9	14	13
D1	9	1	8	13	8	13	10	9	10	14	8	16	8	11	12	16
E1	12	7	15	11	12	12	12	7	14	14	11	8	3	14	13	16
F1	8	0	16	8	9	15	12	5	7	6	8	9	9	9	13	9
G1	10	3	15	9	11	15	10	7	4	5	10	8	10	12	14	8
I1	7	4	14	12	10	17	18	10	2	15	15	13	10	10	15	17
J1	13	3	13	8	16	9	18	8	6	12	13	9	8	8	8	6
K1	4	5	17	8	13	17	15	11	7	8	11	2	6	9	17	6
L1	5	6	14	5	11	18	9	5	10	13	10	5	16	8	14	10
M1	4	7	18	16	17	15	9	4	5	14	13	7	12	7	11	7
N1	12	9	17	11	21	15	19	7	5	11	9	7	11	8	12	8
O1	12	10	12	8	14	16	11	2	11	12	11	12	12	10	11	10
P1	6	9	17	9	9	12	9	7	4	8	10	10	10	14	11	13
Q1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1	12	8	11	10	13	10	11	7	12	13	6	15	14	14	13	14
S1	7	9	15	16	16	13	10	3	6	11	10	12	8	11	11	17
T1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
U1	8	7	15	8	8	17	9	9	6	11	10	9	16	10	14	3
A2	12	4	16	6	16	10	17	14	7	2	14	14	12	5	13	16
B2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C2	11	8	9	14	10	15	7	4	13	12	15	15	12	8	8	11
D2	9	8	20	9	10	17	12	8	6	6	6	10	4	12	12	6
E2	6	4	16	16	16	13	10	8	4	13	7	8	7	10	9	9
F2	11	9	18	13	17	17	17	1	8	9	10	3	9	6	12	9
G2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I2	9	6	10	11	6	10	4	9	11	15	11	17	8	16	14	9
J2	7	4	16	13	12	11	15	3	13	10	11	14	12	15	9	14
K2	9	9	16	8	8	16	6	17	6	14	18	4	20	18	15	4
L2	10	7	15	5	13	10	8	6	8	7	15	11	6	12	9	12
M2	6	11	16	13	11	19	10	7	9	12	11	7	11	10	10	10
N2	13	9	14	16	15	17	8	6	8	5	16	9	10	9	14	11
O2	13	7	15	10	13	18	13	7	11	8	7	14	13	9	15	7
P2	12	7	12	14	11	18	12	8	11	16	13	13	10	12	7	21
Q2	1	9	23	11	7	17	13	6	3	11	10	6	12	9	13	5
R2	7	9	22	15	20	11	14	2	5	6	15	11	10	13	10	6
S2	13	7	22	8	18	20	18	3	4	11	11	6	10	5	19	8
T2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
U2	8	8	17	7	13	18	8	5	8	5	12	7	10	11	15	5